SEARCH PROSPECTUS:
Dean of the Ila Faye Miller School of Nursing and Health Professions

UNIVERSITY OF THE INCARNATE WORD
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The University of the Incarnate Word (UIW), a comprehensive Catholic university located in San Antonio, Texas, invites inquiries, applications, and nominations for the position of Dean of the Ilia Faye Miller School of Nursing and Health Professions. Reporting directly to the Provost, the Dean provides the academic and administrative leadership for a multidiscipline school, which offers undergraduate and graduate degree programs. While the School includes the oldest BSN program west of the Mississippi, it also has the largest enrollment of any UIW program. The new Dean is expected to assume office in summer 2020.
In 1881, the Sisters of Charity of the Incarnate Word founded Incarnate Word College as a center of higher education for young women. The College was admitted to membership in the Association of Colleges and Secondary Schools in 1919 and joined the Texas Association of Colleges as a senior college in 1920. The Graduate Studies division was established in 1950. Male students were first admitted into undergraduate programs in 1970. Incarnate Word College became the University of the Incarnate Word in 1996. Today, UIW is the largest Catholic university in Texas with a total student enrollment of 10,382 (as of Fall 2019 Census, including global campuses) and is a Hispanic-Serving Institution under federal guidelines. UIW is No. 1 in the U.S. among all private, not-for-profit universities in the conferring of bachelor’s degrees to Hispanics, according to national enrollment data. The University’s total budget is $253,467,263 and the endowment as of August 31, 2019 was $145.5 million.

The University is committed to educational excellence in a context of faith in Jesus Christ, the Incarnate Word of God. Thus, through a liberal education, the University cultivates the development of the whole person and values of life-long learning. To that end, faculty and students support each other in the search for and communication of truth, thoughtful innovation, care of the environment, community service, and social justice.

UIW welcomes to its community persons of diverse backgrounds, in the belief that their respectful interaction advances the discovery of truth, mutual understanding, self-realization, and the common good. The University embraces individuals of all faiths and creeds.

The first Sisters of Charity of the Incarnate Word, three young French women motivated by the love of God and their recognition of God’s presence in each person, came to San Antonio in 1869 to minister to the sick and the poor. This year, the Sisters are celebrating the 150th anniversary of their arrival. Their spirit of Christian service is perpetuated in the University of the Incarnate Word primarily through teaching and scholarship, encompassing research and artistic expression. Inspired by Judeo-Christian values, the Catholic Intellectual Tradition, and Catholic Social Teaching the University of the Incarnate Word aims to educate men and women who will become concerned and enlightened citizens within the global community.

San Antonio
San Antonio is the seventh-most populated city in the United States and the second-most populous city in the state of Texas, with a population of 1.5 million. It was the fastest growing of the top 10 largest cities in the United States from 2000 to 2010, and the second from 1990 to 2000. The city contains five 18th-century Spanish frontier missions, including The Alamo and San Antonio Missions National Historical Park, which have been designated by the United Nations as World Heritage Sites. Other notable attractions include the River Walk, the Tower of the Americas, the Alamo Bowl, and Marriage Island. Commercial entertainment includes Sea World and Six Flags Fiesta Texas theme parks, and according to the San Antonio Convention and Visitors Bureau, the city is visited by about 32 million tourists a year. The city is home to the five-time NBA champion San Antonio Spurs and hosts the annual San Antonio Stock Show & Rodeo, one of the largest such events in the country.
The U.S. armed services have numerous facilities in San Antonio: Fort Sam Houston, Lackland Air Force Base, Randolph Air Force Base, (which constitute Joint Base San Antonio), and Lackland AFB/Kelly Field Annex, with Camp Bullis and Camp Stanley located outside the city. San Antonio is home to six Fortune 500 companies and the South Texas Medical Center, the only medical research and care provider in the South Texas region.

San Antonio offers a rich mixture of cultural heritages derived from its Indigenous roots to the city’s settlement in 1718 by groups from many countries including Mexico, Spain, Germany, France, and Ireland, to more recent arrivals from China and India. San Antonio’s proximity to Mexico – a two-hour drive to the border – gives the city a distinct Hispanic flavor as well as a strategic location for unique opportunities in cultural and business exchanges with its southern neighbor.

Academic Programs
UIW offers more than 90 undergraduate majors, minors and concentrations and more than 20 graduate and doctoral programs. These include Ph.D.s in education and vision science and doctoral degrees in pharmacy, optometry, nursing practice, physical therapy, osteopathic medicine, and business administration. UIW is one of 20 universities in the U.S. with an optometry program, while the pharmacy school is the only one in Texas at a private university. In the summer of 2017, the School of Osteopathic Medicine welcomed its first class of students to a new facility at Brooks City Base. It is the sixth medical school in the U.S. at a Catholic university.

The University of the Incarnate Word is accredited to award baccalaureate and graduate degrees by the Southern Association of Colleges and Schools Commission on Colleges. Numerous UIW programs are accredited by other organizations.

Colleges and Schools
The University offers programs in the following areas.
• College of Humanities, Arts, and Social Sciences
• Dreeben School of Education
• H-E-B School of Business and Administration
• School of Mathematics, Science and Engineering
• School of Media and Design

Health Professions
• Feik School of Pharmacy
• Ila Faye Miller School of Nursing and Health Professions
• Rosenberg School of Optometry
• School of Osteopathic Medicine
• School of Physical Therapy

Adult Education
• School of Professional Studies

Recognition
For 11 consecutive years, UIW was chosen as one of the “Great Colleges to Work For” in a national survey by The Chronicle of Higher Education. The University also made the national Top 10 Honor Roll in the medium-sized classification for universities with enrollments between 3,000 and 9,999 students. The graduate nursing program has been recognized as one of the top 65 graduate programs nationally by U.S. News Media Group.
Dr. Thomas M. Evans was named as the 10th president of the University of the Incarnate Word in 2017. As president, he oversees the management of UIW's multiple campuses in San Antonio, international locations, and St. Anthony Catholic High School, a private, Catholic preparatory school owned by the University. Dr. Evans leads a workforce of more than 1,000 that is consistently named among the leading workplaces in San Antonio and the education community.

Dr. Evans has seen great success including an increase in high level donations and the transformational acquisition of the property located at 4119 Broadway, formerly owned by AT&T. Notably, he has created and developed UIW’s Strategic Plan, which establishes a clear vision and priorities, and will shape the future of the University. Strategic Planning Implementation Teams, members of which make up approximately 10% of the University workforce, are now at work developing specific and measurable goals for each priority. Dr. Evans also established the President’s Council on Diversity and Inclusion, an initiative created to ensure the University continues to serve and elevate the dignity of every person. In addition, Dr. Evans oversaw the development of a Campus Master Plan, which studied and proposed the most efficient use of UIW’s multiple campuses in San Antonio. On a national level, Dr. Evans represented UIW at conferences for the Hispanic Association of Colleges and Universities and the Association of Catholic Colleges and Universities, where he participated in plenary panels on international education.

Dr. Evans is also a member of many professional and civic organizations in San Antonio, including the BioMed SA Board of Directors, the United Way Board of Trustees, the World Affairs, Council Board of Trustees, Fiesta San Antonio® Board of Commissioners, Legatus and Young Presidents’ Organization, San Antonio Chapter, and The Boy Scouts of America.

He previously served as president of Carroll College, a Catholic institution in Helena, Montana. Prior to Carroll, he was an associate vice president at St. Edwards University in Austin, where he was responsible for the University's professional education and global initiatives. A native of Austin, Evans and his wife, Lisa, have two sons, Walter and Leland.
The University of the Incarnate Word seeks to be an exemplary Catholic university that delivers robust undergraduate, graduate, and professional education in various areas of study, to diverse and multicultural communities in more than one country, as it integrates and serves these varied traditions, cultures, and identities.

Further, the University seeks to distinguish itself as a premier institution of higher education that promotes transformational education across its curricula for all generations of students. It provides support so that every student, regardless of circumstance, may graduate with minimal debt. Ultimately, UIW will empower its students to become agents of multi-generational change: facilitating genuine progress; creating a just world; working to eliminate health disparities; and creating better economic opportunities for themselves, their families and communities.

In order to achieve these lofty goals and thrive, the University of the Incarnate Word must re-emphasize its mission, especially as expressed in its founding story. In doing this, the University will show prospective students, faculty, partners, alumni, donors, and their respective families the meaningful role of that legacy in their lives and careers and in the well-being of their families and communities. Mindful of its tradition and mission, strengths and challenges, and especially of its future opportunities, the University of the Incarnate Word will focus on these eight Strategic Priorities in the coming decade.

**FACULTY**

UIW’s faculty community includes approximately 350 full-time members and 400 part-time members. About 85% of the University’s full-time faculty members hold a terminal degree with a student-faculty ratio of 11:1. The richness of UIW’s student diversity is also reflected in the diversity of its faculty, with more than 53% female and 22% Hispanic plus 14% other minorities among the full-time faculty.

Serving in about 100 different academic disciplines, UIW faculty have earned ongoing national accreditation in 26 of those fields. While the faculty emphasize teaching first, regular scholarly activity represents at least one-fourth of each faculty person’s expectations; UIW faculty are recognized nationally and internationally as key contributors in their respective fields, with regular publication and presentation of their work in the scholarship of discovery and of teaching.

Faculty initiatives over the past decade that support student success include:

- Integration of Catholic Social Teaching, and Social Justice into coursework
- Increased focus on student writing in each discipline

**FACULTY ACCOMPLISHMENTS**

- 16 Fulbright Scholars
- 25 Faculty Fellows in International Professional Associations
- 3 Legion of Merit awardees for senior military leadership
- Over 750 Research Honors
- Over 130 Community Service Honors
- Over 520 Professional Service Honors
- Over 340 University Service Honors
- Over 750 Teaching Honors
- 275 terminal degree holders
- More than 200 published papers/studies (2017)
- More than 300 community service activities (2017)
UIW’s global enrollment for Fall 2019 was 10,382 undergraduate and graduate students. This includes 5,886 students registered on main campus, 2,289 from Extended Academic Programs/School of Professional Studies, and 2,207 from the global locations in Mexico. UIW is the largest Catholic university in Texas, as well as the third largest private university in the state based on published global enrollment. Student enrollment has tripled since 2000.

The University serves a far greater percentage of minority and first-generation college students than other large private universities in the state. Most of the students are minority, including 51% Hispanic, 8% African American, 6% Asian, 60% female, and 29% first-generation college students. Those proportions mirror the demographics of San Antonio. The percentage of UIW students who are the first in their family to attend college is nearly double the national average. In addition, 99% of FTIC students receive some form of financial aid (e.g., gift aid, loans, work-study, any source).

The majority of students are from the San Antonio area (Bexar county), making up 56% of the main campus population, followed by 3% of students from the Rio Grande Valley. Of the students who are from out-of-state, the majority are from California, Florida, and Illinois. Eighty-six percent of the total main campus population are commuter students. UIW’s strategic vision is to continue to primarily serve the South Texas region.

The University is proud to be a global university. Six percent of enrolled students are international, representing 81 countries including Saudi Arabia, Mexico, China, and India. In addition, UIW has more than 140 international Sister School relationships in 44 countries across Europe, Africa, Asia, Australia, and North and South America, providing a rich diversity in each student’s experience.

Students can choose from 100 organizations, including academic (such as chemistry club and chorale), Greek Life (fraternities and sororities), professional (Music Therapy Association and Pre-law Society), honorary (Society of Leadership and Success and Delta Mu Delta), multicultural (International Students Association and Hispanic Student Coalition), service (Amnesty International and Fellowship of Christian Athletes), and special interest (UIW Gaming Club and Student Veterans Association). University-sponsored organizations include Student Government Association, University Mission and Ministry, and LOGOS, the student-run newspaper.

The UIW Cardinals are a member of the Division I Southland Conference. The University fielded its first football team in 2009, which plays in Benson Stadium, named after New Orleans Saints owner Tom Benson. UIW offers 10 men's sports teams (baseball, basketball, cross country, fencing, football, golf, soccer, swimming & diving, tennis, and track & field) and 11 women's teams (basketball, cross country, fencing, golf, soccer, football, swimming & diving, synchronized swimming, tennis, track & field, and volleyball).
The Ila Faye Miller School of Nursing and Health Professions was founded in 1931, making it the first accredited school west of the Mississippi River to offer a baccalaureate degree in nursing. Over the years, new programs have been added, offering students additional opportunities to enhance the health and wellness of those from all walks of life. The School was named in honor of Ila Faye Miller, a registered nurse at Santa Rosa Hospital and an Incarnate Word supporter.

### Rooted in Health
When the Sisters of Charity of the Incarnate Word heeded a call from the Catholic bishop of Texas to care for the multitude of sick, infirm, and orphaned on the Texas frontier, the population of San Antonio was only 12,000. They built the region's first public hospital — Santa Rosa Infirmary (now CHRISTUS Santa Rosa Hospital and CHRISTUS Health System). The Sisters announced that the hospital would be open to “all persons without distinction of nationality or creed.” On December 3, 1869, the day of the hospital's opening, the nine-bed hospital admitted eight patients. Over time, the Sisters pioneered the idea of a total system of medical care that would offer the latest preventive, diagnostic, and treatment facilities to care for the mind, body, and spirit of all the inhabitants of San Antonio and South Texas. Today, Christus has operations in several U.S. states as well as in Chile, Columbia, and Mexico.

### SCHOOL HIGHLIGHTS
- Bachelor's degrees offered in Community Health Education, Kinesiology, Nuclear Medicine, Nursing, Public Health (Minor), Sport Management and Rehabilitative Sciences
- Master’s degrees in Nursing, Kinesiology, Sport Management, and Athletic Training (projected summer 2020)
- Practice doctorate in nursing (DNP) for post MSN RNs
- Post BSN for RNs with Family Nurse Practitioner and Psychiatric Mental Health Nurse Practitioner concentrations
- Accelerated Bachelor of Science in Nursing admitting first students in fall 2020

### MISSION
The mission of the Ila Faye Miller School of Nursing and Health Professions is to extend the healing ministry of Jesus Christ, the Incarnate Word, through the educational preparation of health professionals.
Faculty, Staff and Students
Faculty in all programs are skilled practitioners who constantly strive for new ways to foster student learning and are respected in the community for their teaching, research, and service. Faculty are known for their expertise in maternal child health, evidence-based practice, and athletic training---to name a few. Graduates of the health science programs consistently achieve outstanding passing rates on national licensure exams and are selected for professional healthcare programs. Each program includes intensive clinical internships to help to ensure that graduates are highly sought-after employees in the health care system.

In the spirit of the Sisters of Charity of the Incarnate Word and UIW, the students, faculty and staff continue significant service to at-risk individuals and families in San Antonio, South Texas and Mexico. Examples include the Annual Green Bean Drive for the Jimenez Thanksgiving Dinner, numerous health fairs, and inter-professional activities in South Texas and Mexico.

Many students participate in several collaborative programs with the U.S. Army Reserve Officer Training Corps. Through these agreements, students may earn credit and additional scholarship opportunities while serving their country.

Accreditation
University of the Incarnate Word's Ila Faye Miller School of Nursing and Health Professions baccalaureate nursing program is approved by the Texas Board of Nursing and the baccalaureate degree program in nursing, master's degree program in nursing, Doctor of Nursing Practice programs, and post-graduate certificate programs at University of the Incarnate Word are all accredited by the Commission on Collegiate Nursing Education. The athletic training education program is fully accredited by the Commission on Accreditation of Athletic Training Education and the nuclear medicine technology program is accredited by the Joint Review Committee on Educational Programs in Nuclear Medicine Technology.
Reporting directly to the Provost, the Dean leads multiple disciplines within the School while advancing the liberal arts identity of the University. A key dimension of the Dean’s role is to promote the mission and heritage of the University as a Catholic institution that delivers a curriculum characterized by “a global perspective and an emphasis on social justice and community service.” The Dean implements the priorities of the University as set by the President and Provost. The Dean is responsible for: creating a cooperative learning community dedicated to promoting productive teamwork; developing faculty and staff skills, capabilities, and talents along dimensions of the University’s core values; acquiring and stewarding appropriate resources to maintain quality programs; and managing changing environments by intelligently gathering, analyzing, and acting on information garnered from a variety of internal and external sources. The Dean leads the School’s department chairs, program directors, and other faculty and staff to deliver high quality programs produced within an outstanding system of academic excellence in the Catholic intellectual tradition. The Dean also serves as advocate and public spokesperson for a School with a rich heritage—embracing alumni who have grown into positions of national nursing leadership with a strong foundation in the healing mission of its founding congregation.

**Essential Duties and Responsibilities**

The Dean is responsible for: promoting faculty and student development; overseeing quality programs and resource acquisition and management; providing leadership to faculty and staff for implementing the University mission in the academic programs of the School; communicating frequently and effectively with the School’s faculty and staff; promoting excellence in faculty teaching, service, professional growth/development, and scholarship; overseeing the process of hiring, evaluating, and mentoring full- and part-time faculty and staff; overseeing the hiring and evaluation of student assistants, graduate assistants, and other part-time labor; assuring effective advising of students; determining workload assignments for program coordinators, directors, faculty, and staff; keeping department chairs informed by responding to issues related to their programs and faculty; developing and managing the budget, technical support, and other School services; working with other deans to advance and provide leadership for the University; creating a culture of interprofessional collaboration and engagement; participating in long-range planning to meet current University objectives and develop strategies for future directions; and ensuring compliance with safety standards, human resource policies, and other legal liability concerns.

**Knowledge, Skills and Abilities**

- Understanding of budget, planning, and personnel processes
- Aptitude for soliciting external funding for the school
- Knowledge of assessment, accreditation, and data-based decision-making processes
- Ability to build teams, lead, and motivate a diverse workforce
- Supportive of faculty and staff development
The successful candidate will possess an earned doctorate; be eligible for appointment with tenure in a field within the School of Nursing and Health Professions; and demonstrate evidence of university administration and collaborative leadership experience at the departmental level or higher. Preferred qualifications include a current license required to practice as a Registered Nurse and be eligible for an unencumbered license to practice as a Registered Nurse in Texas. Applications received by Monday, March 9th can be assured full consideration. Academic Search of Washington, D.C is partnering with the University in this search. Nominations, applications, and expressions of interest may be submitted in confidence. A confidential discussion about this search may be arranged through UIWDeanSNHP@academicsearch.org or by contacting the consultants:

Ann Die Hasselmo,
Ann.Hasselmo@academicsearch.org
Penny Gibbons,
Penny.Gibbons@academicsearch.org

To apply, a candidate should submit: 1) a detailed letter of interest, 2) a full resume/CV, and 3) a list of five professional references, including names, phone numbers, and email addresses, noting the candidate’s relationship for each reference— who will not be contacted without permission. Please send materials as an email attachment (3 separate documents) to: UIWDeanSNHP@academicsearch.org

Discrimination and harassment are antithetical to the mission of the University of the Incarnate Word and will not be tolerated. The University of the Incarnate Word complies with all applicable federal and state nondiscrimination laws and does not engage in prohibited discrimination on the basis of race, color, nationality or ethnic origin, gender, age or disability in either employment or the provision of services. As a Catholic institution of higher education sponsored by the Sisters of Charity of the Incarnate Word, the University of the Incarnate Word is, however, exempt from the prohibition against religious discrimination of the Civil Rights Act of 1964.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting University of the Incarnate Word in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

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